United Nations CEDAW/C/HRV/Q/4-5/Add.1

Convention on the Elimination of All Forms of Discrimination against Women

Distr.: General
2 March 2015

Original: English

Committee on the Elimination of Discrimination against Women
Sixty-first session
6-24 July 2015
Item 4 of the provisional agenda*
Consideration of reports submitted by States parties under article 18 of the Convention on the Elimination of All Forms of Discrimination against Women

List of issues and questions in relation to the combined fourth and fifth periodic reports of Croatia

Addendum

Replies of Croatia**

[Date received: 23 February 2015]

* CEDAW/C/61/1.
** The present document is being issued without formal editing.

Please recycle

General context

1. **The State party's report was due in October 2009 and received in September 2013. Please explain the reasons for the delayed submission of the report, which covers the period from 2005 to 2010, according to its introduction (CEDAW/C/HRV/4-5, para. 2). Please provide updated information and data on the implementation of the Convention. Please also inform on the involvement of non-governmental organizations, in particular women's organisations, in the process of preparation of the report and the nature and extent of consultations with them.**

The delayed submission of the Combined Fourth and Fifth Periodic Report of the Republic of Croatia (hereinafter: RoC) results from the obligation to prepare a large number of reports for different international organisations, including other United Nations (hereinafter: UN) bodies and committees, the carrying out of priority activities related to the fulfilment of obligations in the process of the accession of the Republic of Croatia to the European Union (hereinafter: EU) and certain procedural reasons.

Non-governmental organisations did not participate in the preparation of this report since they usually submit separate shadow reports. However, the submitted report refers to the effects of different measures and public policies on citizens and to the results of numerous projects and activities implemented by NGOs separately or in cooperation with state administration bodies.

The report is available to the public online in Croatian and English.

Below is a summary overview of the latest information on the implementation of CEDAW.

Implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women according to Articles 1-16

Article 1 *The National Policy for Gender Equality 2011-2015* (hereinafter: *National Policy*), which was adopted by the Croatian Parliament in July 2011, was defined as the basic strategic document of the Republic of Croatia adopted for the purpose of eliminating discrimination against women and establishing true gender equality by implementing a policy of equal opportunities.

Article 2 Some new Acts have been adopted and some Acts have been amended, as follows: the *Labour Act (2014)*, the *Family Act (2014)*, the *Free Legal Aid Act (2014)*, the *Same-Sex Civil Union Act (2014)*, the *Criminal Code (2011)*, the *Local Elections Act (2012)*, the *Social Welfare Act (2013)*, *Act on the Election of Representatives to the Croatian Parliament* (2015), the *Anti-Discrimination Act (2012)*, the *State Registries Act (2013)*, the *Maternity and Parental Benefits Act (2014)*, the *Aliens Act (2013)*, the *Criminal Procedure Act* (2013) and the *Pension Insurance Act (2013)*. The *Act on Service in the Armed Forces of the Republic of Croatia* and the *Defence Act* (2013) were adopted, defining the linguistic standards for defence and safety in compliance with gender terminology.

Article 3 New strategic documents containing measures for the empowerment and progress of women were adopted, including: the *National Strategy of Protection against Family Violence 2011-2016*, the *Strategy for Development of Women Entrepreneurship in Croatia 2014-2020,* the *National Programme of Protection and Promotion of Human Rights 2013-2016*, the *National Plan for the Suppression of*

Trafficking in Human Beings 2012-2015, the *National Roma Inclusion Strategy 2013-2020*, the *Strategy for Combating Poverty and Social Exclusion in the Republic of Croatia 2014-2020*, the *Strategy of Social Welfare Development in the Republic of Croatia 2011-2016*, the *National Employment Promotion Plan 2011-2013*, the *National Health Care Strategy 2012-2020*, the *National Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on women, peace and security and related resolutions for the period 2011-2014, and* the *Migration Policy 2013-2015*. In late 2014, the Office for Human Rights and the Rights of National Minorities (hereinafter: OHRRNM) established a working group for the drafting of a new *National Plan to Combat Discrimination 2015-2020*.

Article 4 For the promotion of gender equality through temporary special measures, please refer to the answers to question 6.

Article 5 Since 2013, the Office for Gender Equality of the Government of the Republic of Croatia (hereinafter: OGE), together with the associations Women's Room — Centre for Sexual Rights and CESI — the Centre for Education, Counselling and Research, has been implementing a biannual project campaign "My Voice against Violence", co-financed by the European Commission on the basis of a tender published by the Community Programme for Employment and Social Solidarity — PROGRESS. The principal objective of the project is to raise awareness that any kind of violence against women and girls is unacceptable, including family violence, and to send a clear message of zero tolerance of all forms of gender-based violence.

There was continued implementation of the national preventive campaign "Living Life Free of Violence", organised by the Ministry of the Interior (hereinafter: MI) in cooperation with the United National Development Programme (hereinafter: UNDP) and the Ministry of Education, Science and Sports (hereinafter: MSES) for pupils of elementary and secondary schools, teachers and parents.

The RoC signed in January 2013 the *Council of Europe Convention on preventing and combating violence against women and domestic violence*. The Government of the RoC adopted the *Protocol on Procedures in Cases of Sexual Violence* in 2012 and the *Protocol on Procedures in Hate-Crime Cases* in 2011.

Article 6 Please refer to the answers to questions 12 and 13.

Article 7 Prior to the parliamentary elections in 2011 and the local elections in 2013, the OGE conducted campaigns for an increase in the share of women on the lists of candidates and publicly encouraged implementation of the provisions of the *Gender Equality Act* which prescribes that political parties must ensure equal representation of women and men on election lists. The OGE was one of the partners of the Open Media Group in the media campaign on the need to vote in the European Parliament (EP) elections "Use your power to make a decision!" which was co-financed by the EP.

As a result of the implementation of a measure in the *National Policy*, a system of gender monitoring of the total statistics of the election procedure was established in 2013 and is available to the public on the website of the State Election Commission. For additional information, please refer to the answers to questions 14.

Article 8 Gender mainstreaming was introduced in all foreign policy activities within the framework of participation in international and regional organisations and

fora, and in development aid to third countries provided by the RoC, particularly in efforts invested in educational and economic empowerment of women in Afghanistan. The Ministry of Foreign and European Affairs (hereinafter: MFEA) proposed and supported the candidacy of all interested female diplomats and other Croatian women to leading and other positions in international organisations. A senior female diplomat was supported for re-election to the UN Advisory Committee for administrative and budgetary issues. The candidacy was supported of a senior female diplomat for a governing position in the OSCE Conflict Prevention Centre. The MFEA and the Permanent Mission of the Republic of Croatia to the UN have also actively supported the work of a senior Croatian female diplomat in the UN Committee on the Elimination of Discrimination against Women. A female diplomat and assistant minister took over the chair of the Multi-National Advisory Group of RACVIAC's steering body, a unique international organisation for the promotion of stability and security in the region. MFEA sent two female diplomats to observe the elections in Armenia and Albania within the framework of OSCE monitoring missions. Women make up 40% of the total of seven permanent delegations of the Croatian Parliament to international parliamentary organisations.

Article 9 *The Migration Policy for 2013-2015* includes special protection which is aimed in particular at protecting categories of endangered persons, including victims of human trafficking and victims of organised crime, pregnant women, women with minor children and homosexual persons. A Permanent Commission for the Integration of Aliens into Croatian Society was established and the Action Plan for the Elimination of Obstacles to the Integration of Aliens was adopted. There were 1,088 asylum seekers in 2013, of which 117 were women. A total of 7 asylum applications (4 men and 3 women) were approved that same year, as were 17 applications for subsidiary protection (10 men and 7 women).

Article 10 A new Textbook Standard was adopted in 2013 defining more precisely ethical, linguistic and art standards in elementary and secondary school in compliance with gender equality principles. Progress has been observed in relation to the elimination of stereotypes from texts and artistic and graphic images, and in relation to the use of gender neutral or gender sensitive language in teaching.

The *Civic Education Curriculum* was adopted in 2012 and its experimental implementation began on the basis of a *Ministerial decision on the experimental implementation and monitoring of the implementation of the Civic Education Curriculum in twelve elementary and secondary schools in the 2012/2013 and 2013/2014 academic years*. A series of different types of professional training in civic education was conducted for elementary and secondary school teachers. The interdisciplinary implementation of the Civic Education Programme started in 2014 in elementary and secondary schools.

Specific education for teachers on gender equality was organised in 2013 and 2104 by the Croatian Education and Teacher Training Agency.

The growing trend in the education of women still continues. The proportion of women enrolling (56.8%) and completing professional and university studies (58.9% in the 2013/2014 academic year) is significantly higher than that of men in the total number of enrolled students and graduates at universities. The proportion of women with master's degrees increased from 55.6% to 57.9% in 2013, and the proportion of women with a doctoral degree increased from 51.1% in 2010 to 54.7% in 2013.

Article 11 In joining the EU, the RoC associated itself with the implementation of active employment policy measures aimed at unemployed persons with difficulties, including women, in accessing the labour market. The Croatian Employment Service (hereinafter: CES) will implement a special package of measures, among other employment promotion measures, for women. A public invitation to apply for this package was published in January 2015. The stimulation of employment was based on the *National Employment Incentive Plan 2011-2013 which is aligned with the European Commission's Joint Assessment of Employment Policy Priorities (JAP)* and with the guidelines of the *European Employment Strategy. The Operational Programme "Human Resources Development" for 2007-2013*, as a framework for using EU pre-accession funds, focused on the needs of groups affected by high levels of unemployment, which particularly includes women. A number of projects financed on the basis of this Operational Programme included women as end users, and the grant scheme entitled "Women in the Labour Market", as part of the measure "Establishing Support in the Social Integration and Employment of Disadvantaged and Marginalised Groups", covered a number of large projects.

In the new Operational Programme "Efficient Human Resources 2014-2020", financed mostly from the European Social Fund, women are included in the majority of investment priorities as a special user group, particularly in relation to the self-employment of the unemployed and in the fight against poverty and all forms of discrimination.

The new *Labour Act* contains previously established concepts, such as the prohibition of direct and indirect discrimination, the obligation of equal pay for men and women for work of equal value, the protection of the dignity of women against sexual harassment, the burden of proof in labour disputes and the protection of pregnant and breastfeeding women. Employers who employ at least 20 workers must adopt an ordinance laying down measures for protection against discrimination. It is prohibited to ask workers for data that are not directly related to employment relations, to terminate employment during pregnancy, to use maternity, paternity and adoption leave and during part-time work taken due to a greater need to care for children. More serious violations punishable by a fine include asking workers for information that is not directly related to employment and denying a return to the position that the person held before using the right to maternity, paternity and adoption leave, while more serious violations include the denial of employment, termination of an employment contract due to pregnancy and the offer to conclude an amended employment contract under unfavourable conditions due to pregnancy, birth and breastfeeding.

The Guidelines for the Development and Implementation of an Active Employment Policy in the Republic of Croatia 2015-2017 were adopted by the Government in December 2014 on the basis of an analysis of the situation and EC recommendations. One of the main objectives under the first priority concerning an increase in the employment rate includes increasing the participation of women in the labour market by means of employment incentives, public work, education, counselling, support for female entrepreneurship and by ensuring gender equality in education and employment and providing childcare and care for the elderly with a view to balancing professional and private life. Support measures for women working part and half-time due to family and similar obligations have also been defined.

Article 12 The National Breast Cancer Early Detection Programme has been implemented since 2006 by the Ministry of Health (hereinafter: MH). The implementation of the National Cervical Cancer Early Detection Programme started in 2012. "Daffodil Day" is celebrated every year in order to raise awareness among women of the importance of the early detection of breast cancer, and "Mimosa Day" stresses the importance of the early detection of cervical cancer.

Article 13 A total of HRK 547 million from European Union funds and the State Budget was invested in women's entrepreneurship between 2010 and 2013. The Ministry competent for entrepreneurship provided financial support through a separate project "*Women Entrepreneurship*" under which a total of 2,540 applications were approved between 2009 and 2012 totalling HRK 33,776,130.00. In 2013, under the grant scheme, women entrepreneurs were able to obtain an additional 15 points if they owned more than 51% of a business entity. In addition to the *Women Entrepreneurship* project, women entrepreneurs also participated in all other incentive projects for small- and medium-sized enterprises, and in the period from 2009 to 2013 a total of 7,325 projects proposed by women were approved (39.06%). In 2014 a total of 509 projects proposed by women were approved (33.2%) totalling HRK [illegible] 743,00.

Further, a measure for promoting the access of women to financial resources by means of a special and favourable credit line offered by the Croatian Bank for Reconstruction and Development (hereinafter: CBRD) was also implemented and this measure was recognised as an example of good practice by the European Institute for Gender Equality (EIGE). The Ministry of Entrepreneurship (hereinafter: ME) secured funds for subsidising interest rates, and the Croatian Agency for SMEs, Innovations and Investments (hereinafter: HAMAG INVEST) provided state guarantees from the guarantee programmes. Since 2011, when the ME and CBRD concluded an *Agreement on Business Cooperation on the Implementation of Favourable Financing of Women Entrepreneurship* until the end of 2013, a total of 223 projects valued at HRK 106,312,438.57 were approved. In January 2012, the CBRD and the European Bank for Reconstruction and Development concluded a cooperation agreement for the "*Women Entrepreneurship*" project aimed at exchanging information on the needs of potential users and the problems faced by women entrepreneurs, and at promoting women entrepreneurs by means of partner banks.

HAMAG INVEST implemented a "*Guarantee Programme for Women Entrepreneurs*" until mid-2012 which included guarantees for women up to HRK 700,000.00 with a commitment fee of 0.75%, and a total of 11 guarantees were approved under this programme. Guarantees were provided for women under other programmes as well, in particular under the "*New Entrepreneurs*" programme with the fee reduced to the minimum 0.25% of the guarantee. A total of 50 guarantees were granted under this programme, allowing for HRK 48 million of new investments for women entrepreneurs.

The ME, OGE and CES carried out numerous other activities aimed at encouraging women entrepreneurship in cooperation with local partners, civil society organisations and other institutions. The following projects were implemented "*I can also be a woman entrepreneur*", "*Actualisation of female potentials in entrepreneurship, science and politics in the Republic of Croatia*", "*Be*

entrepreneurial — be competitive", "*Women in Untraditional Female Professions*" and "*European Network of Ambassadors of Female Entrepreneurship*" and others.

The Croatian Olympics Committee (hereinafter: COC) adopted a *Recommendation for the Implementation of Measures under the National Gender Equality Policy 2011-2015*, and the COC's Commission for Women in Sports adopted the *Action Plan for the Implementation of the National Policy for Gender Equality for 2013-2014*. The OGE translated and published the Council of Europe Handbook on Good Practice "*Gender Equality in Sports — Access for Girls and Women to Sport Practices*", which was handed out at seminars for coordinators of women in sports.

Article 14 Please refer to the answers to question 18.

Article 15 Please refer to the answers to question 10.

Legislative and institutional framework to access to justice

2. **Please provide additional information on the procedures in place for the speedy, consistent and effective implementation, monitoring and enforcement of anti-discrimination legislation (para. 13), including the Anti-Discrimination Act, the Gender Equality Act and the Labour Act.**

The OHRRNM, which is monitoring the implementation of the *Anti-Discrimination Act*, has organised, in cooperation with the Ombudsperson and the Judicial Academy, a series of workshops, seminars and conferences in the last few years aimed at raising awareness of state and public administration, judges, state attorneys and other stakeholders about different types of discrimination, including gender-based discrimination. The training has focused on anti-discrimination measures and the implementation of anti-discrimination legislation. The Ombudsperson proposed the improvement of *Forms for the statistical monitoring of court cases related to discrimination and of the discrimination grounds*, thus improving the monitoring of court cases. According to the Ombudsperson's report, the number of judicial proceedings initiated for gender-based discrimination increased — from four proceedings in 2010 to over 22 in 2011 and 43 in 2012, reaching 62 proceedings in 2013. Although these are for the most part misdemeanours and not civil proceedings, citizens are increasingly recognising discrimination, they are more inclined to institute court proceedings, and there is increasing confidence in the efficiency of the system in terms of protection against discrimination.

The adoption of the new *Labour Act* in 2014 was preceded by amendments in 2011, 2012 and 2013. Inspection of the implementation of the *Labour Act*, and legislation adopted pursuant to that Act, and of other laws and regulations on relations between employers and employees, is carried out by a central state administration body competent for labour inspection.

During its inspections from 2011 to 2014, the Labour Inspectorate found that differences between affected men and women in terms of violations of the provisions of the *Labour Act* on overtime work and weekly rest periods had decreased. The proportion of women in the total number of workers who worked overtime decreased from 63.3% in 2013 to 54.8% in 2014. The proportion of women among workers who have been denied the right to a weekly rest period decreased from 77.6% in 2013 to 48.5% in 2014. Data on health and safety at work show that

the protection of women at work significantly improved between 2011 and 2014 and there have been fewer unlawful practices by employers. Please refer to Annex 1, Tables 1 and 2 for data on the supervision and procedures of labour inspectors.

In order to improve the efficiency of the implementation of the *Labour Act*, different consultations and seminars are organised on a regular basis.

More efficient implementation of the *Gender Equality Act* requires the implementation of continuous activities aimed at familiarising the public with its provisions and at training civil servants and other competent stakeholders. For that purpose, the State School for Public Administration organises regular workshops and lectures. For the purpose of the more efficient implementation of this Act, amendments have been announced in the part concerning the faster achievement of a more balanced representation of men and women in political decision-making which is described in the answer to question 14. It is also necessary to strengthen institutional mechanisms for gender equality at the national and local level.

3. **Please indicate how the State party is enhancing the awareness and knowledge of women, in particular those belonging to the most disadvantaged groups, such as women in rural areas, women from national minorities and particularly Roma women, migrant women and older women about their rights under the Convention, its Optional Protocol, and the related national legislation.**

With a view to raising the awareness and improving knowledge of rural women, the OGE invited in 2012 a tender for financial assistance for the implementation of projects of associations entitled "*Raising public awareness in rural areas about the Gender Equality Act*" and provided HRK 200,000 of assistance for 10 project proposals of NGOs.

The OGE has been continuously printing, promoting and disseminating the most important international and national documents in the area of gender equality, including CEDAW. The promotion of CEDAW and the Beijing *Platform for Action* have been included as a separate measure in the *National Policy*. Hundreds of copies of the printed edition of CEDAW were distributed in the period between 2011 and 2014 to members of parliament, ministries, government offices, local gender equality commissions, non-governmental organisations, faculties, participants in the State School for Public Administration, and also at various other seminars. The OGE provided organisational and financial support for the publishing of a collection of works "Human Rights of Women — Development at International and National Level 30 Years after the Adoption of CEDAW" by the Ivo Pilar Institute of Social Sciences. Thousands of copies of the *National Policy*, which has been translated into English and Braille, are being regularly disseminated to a wide circle of stakeholders. Tens of thousands of leaflets with the text of the *Gender Equality Act* have also been disseminated.

Special attention is devoted to promoting European gender policies. For that purpose, the European Commission *Strategy for Equality between Women and Men 2010-2015* was translated into Croatian and promoted in 2011, as was the Council of Europe Gender Equality Strategy 2014-2017.

The OGE also published in 2013 a Croatian/English collection of papers "*Women in Peacebuilding: Access to Justice of Women in Post-Conflict Countries*" from the regional conference with the same title that had taken place in Zagreb the year before. A scientific monograph "*Gender Equality and Discrimination in*

Croatia", based on the first scientific research on attitudes, perceptions and experiences of sexual discrimination in the RoC, was also published and promoted and raised significant interest of the countries in the region.

As part of the project "My Voice against Violence" in 2014, the OGE published, promoted and continued disseminating the Croatian translation of the *Council of Europe Convention on preventing and combating violence against women and domestic violence* and the Protocol for Action in Cases of Sexual Violence, and the leaflet *Guidelines for Media Reporting on Domestic Violence* has also been published. The Ministry of Social Policy and Youth (hereinafter: MSPY) regularly updates and distributes an address book of institutions, organisations and other institutions providing assistance, support and protection to victims of violence. Early this year, on the occasion of the 20th anniversary of the adoption of the Beijing Declaration and Platform for Action, the OGE published a leaflet with the text of the Beijing Declaration with a circulation of 1500 copies.

State administration bodies, institutions for gender equality and civil society organisations at the national and local level organised numerous conferences, targeted seminars, round tables and other activities with a view to raising public awareness, in particular that of vulnerable groups of women, of their rights. Every year, the OHRRNM organises seminars on "Education and training of young members of national minorities" including a topic on the position of female members of national minorities, and an introduction to CEDAW and the *National Policy*.

State administration bodies and government offices provide financial support to projects of NGOs active in the area of gender equality, including associations of female members of national minorities. For an additional overview of activities aimed at improving the position of Roma women, women in rural areas and elderly women, please refer to the answers to questions 18, 19 and 20.

With a view to empowering disabled women, continuous cooperation has been established between the OGE and the Union of Associations of Persons with Disabilities in Croatia (SOIH) which has been regularly implementing a "White Ribbon" campaign since 2012, in cooperation with the OGE, the City of Zagreb and the OHRRNM.

National machinery for the advancement of women

4. **Given that the report indicates that "due to the recession and the reduction of the total State Budget", the financial resources of the Office for Gender Equality were reduced (para. 15), please provide updated information on the human and financial resources of the Office for Gender Equality, the Office of the Ombudsman for Gender Equality, and county/local gender equality commissions (para. 85). Please explain the mechanisms to ensure coordination at different levels between these bodies.**

The Office for Gender Equality currently employs six persons (including the director), which is one employee fewer than in 2010. The funds allocated from the State Budget for the operation of the Office for Gender Equality have been reduced: the Office's budget in 2010 amounted to HRK 2,450,000 and in 2014 it amounted to HRK 1,802,134.

Funds allocated from the State Budget for the operation of the Ombudsperson for Gender Equality have also decreased — in 2011 they amounted to HRK 2,915,602 and in 2014 to HRK 2,529,805. The Office of the Ombudsperson employs 11 persons, that is, nine civil servants plus the Ombudsman and her deputy, and one person provides professional training as an external consultant. Both offices have positions systematised through internal acts that remain vacant.

Local and regional self-government units establish and allocate funds for the operation of county and city/municipal gender equality commissions in accordance with the obligation laid down in Article 28 of the *Gender Equality Act*. The annual financial commitments for the operation of the commissions are not identical and uniform for all counties and they range from HRK 2,000 to HRK 250,000. Allocated funds have increased in the last few years. The OGE and the Coordination of County Gender Equality Commissions organised by the OGE have been continuously requesting more efficient and more consistent implementation of the *Gender Equality Act* and for more funds in county budgets for the operation of the Commissions.

5. **The Gender Equality Act obliges state administration bodies and legal persons under the majority ownership of the state to adopt action plans for the promotion of gender equality. It also calls on local and regional self-government units, legal persons vested with public authority and other legal persons to introduce anti-discrimination provisions for the achievement of gender equality into their general acts (para. 90). Please provide additional information on the implementation of these provisions of the Gender Equality Act. Also provide updated information on the progress in the implementation of the National Policy for Gender Equality 2011-2015 and the challenges it seeks to address.**

Action plans for the promotion and establishment of gender equality are adopted by state administration bodies and by legal persons where the state has been a majority owner for a period of four years on the basis of approval given by the OGE. The OGE has prepared Guidelines for the Drafting of Action Plans. Following the determination of specific objectives, the Action Plans define the manner of implementation with precise activities, deadlines and competent authorities, methods for monitoring implementation, and include a plan for the implementation of measures from the *National Policy* under the competence of bodies adopting the Action Plan. The Action Plan also contains a training programme on gender equality for civil servants and a list of rights, obligations and manner of work of gender equality coordinators.

Depending on the scope of work and competences of state administration offices in counties, the Action Plan of these bodies contains objectives ensuring supervision of the implementation of the legal obligation of local and regional self-government units, legal persons vested with public authority and other legal persons and businesses employing more than 20 persons to include in their bylaws anti-discrimination legal provisions and measures for the establishment of gender equality.

The majority of ministries and other state administration bodies (a total of 51) adopted the Action Plan for the promotion and introduction of gender equality. Since the structure of ownership of state-owned legal persons (59 legal persons) has been continuously changing throughout the privatisation process and since some of them have filed for bankruptcy, 10 of the largest legal persons have adopted the Action

Plan so far. The OGE believes that the Action Plans have proven to be very effective tools for gender mainstreaming on one hand, and, on the other hand, they have resulted in the adoption of new valuable legal acts with added value, such as the policy document "Gender Mainstreaming in the Ministry of Defence and Armed Forces of the Republic of Croatia" and the "Instruction on the Use of Gender-Sensitive Language in the Ministry of Construction and Physical Planning".

The strategic objective of the *National Policy* is in compliance with CEDAW. For the requested information, please refer to the answers related to the application of CEDAW and to the answers to additional questions and problems.

The National Policy consists of seven key action areas and obliges the RoC to include gender mainstreaming in all policy areas through a large number of measures related to: 1) Promoting human rights and gender equality; 2) Creating equal opportunities on the labour market; 3) Improving the introduction of gender-sensitive education and training; 4) Advocating more balanced participation of women and men in political and public decision-making; 5) Eliminating all forms of violence against women; 6) Promoting international cooperation and gender equality outside Croatia; and 7) Further strengthening of institutional mechanisms and methods of implementation.

The *Gender Equality Act* prescribes that the OGE submits to the Government of the Republic of Croatia biannual reports on the implementation of the *National Policy*, the development and supervision of which are under its competence. The OGE submitted to the Government of the RoC in July 2004 a general Report on the implementation of the 2011 *National Policy for Gender Equality* 2011-2015, for the period from 2011 to 2013. The report was prepared on the basis of comments submitted by competent ministries and other state administration bodies and county gender equality commissions.

An analysis of the implementation of all 94 measures from the *National Policy* has shown that the majority of measures were implemented within the set deadlines. Such a high degree of implementation implies the significant involvement of all competent stakeholders, in particular state administration bodies and local gender equality commissions that often implemented their policies in cooperation with civil society organisations. Data from the above-mentioned report indicate significant public interest in the implementation of the *National Policy* since numerous discussions on different aspects and areas of the *National Policy* have taken place both at the national and local level. International organisations, in particular EU bodies, have also shown considerable interest in the implementation of the *National Policy*. Significant achievements in this period include the adoption of several new important strategic documents and other acts in the gender equality field and empowerment of women pursuant to the obligations to implement measures from the *National Policy* and numerous actions aimed at raising public awareness of the unacceptability of discrimination of women.

In addition to numerous campaigns aimed at raising public awareness of the need for speedier gender mainstreaming, for example in relation to increased political participation of women and the suppression of violence against women, many other targeted actions aimed at individual segments of the female population have also been implemented. The additional value is that county gender equality commissions for the first time prepared action plans for the implementation of measures from the *National Policy* at the local level, which were adopted by county

assemblies. Databases of all the adopted local action plans and an overview of activities of local commissions are available on the Office's website.

It is hard to estimate the amount of funds allocated from the State Budget for the activities of empowerment of women and for the promotion of the gender equality principle. The Office for Gender Equality is frequently asked to answer this question for the purposes of drafting different international reports. Although all state administration bodies and local and regional self-government units competent for implementing the measures from the *National Policy* must ensure all the necessary funds, the majority of state administration bodies do not have a separate heading for this in their annual budget but rather funds are allocated within the framework of their regular activities in accordance with the scope of work. Funds from the State Budget (and from local budgets) are also allocated for the implementation of other complementary national strategies and for the financing of numerous projects of civil society organisations active in the gender equality field. The more efficient implementation and supervision of the implementation of the *National Policy* require the strengthening of the financial and administrative capacities of all institutional gender equality mechanisms.

Temporary special measures

6. **In addition to information provided in the report regarding temporary special measures to increase the employment of women by encouraging women's entrepreneurship (paras. 96, 180 and 181), please provide other specific examples of the temporary special measures in place to accelerate the achievement of substantive gender equality in other areas of the Convention where women are underrepresented or disadvantaged and their results.**

New special measures for the promotion of women's entrepreneurship have been applied since 2013 as part of the programme "SME Impulse" according to which women entrepreneurs may earn an additional 15 points in the system of grants awarded by MEC if they own more than 51% of a business.

A provision of the *Political Parties Act* has been applied since 2001 laying down the payment of 10% higher compensation to political parties for each elected Member of Parliament and for each member of councils of municipalities and cities and county assemblies of the under-represented gender.

The new 2012 *Local Elections Act* provides for the obligation of a proponent to take into account the gender balance on lists of candidates in accordance with the *Gender Equality Act* which, since 2008, has prescribed quotas of a minimum of 40% representation of one gender on electoral lists. The new *Act on amendments to the Act on the Election of Representatives to the Croatian Parliament* of February 2015 contains a provision according to which lists of candidates that do not comply with the above-mentioned requirements will not be regarded as valid.

The provisions of the *Labour Act*, the *Maternity and Parental Benefits Act* and other related acts prescribe special measures for the protection of motherhood and parenthood.

Stereotypes

7. **According to the Ombudsperson for Gender Equality Annual Report 2012 sexism and gender stereotypes continue to be present in the media and women**

continue to be presented as sexual objects. Please provide updated information on measures taken to eliminate stereotypical portrayals of women in the media and advertising.

The elimination of gender stereotypes and gender mainstreaming in the media have been introduced as separate objectives in the *National Policy*. The Croatian Radio Television (hereinafter: HRT) adopted an Action Plan for Gender Equality. In 2011, HRT conducted research on the attitudes of its employees in relation to the promotion of gender equality in programme content. In 2011, HRT's training centre carried out several cycles of gender equality training, including on the need to use gender-sensitive language. In 2012 and 2013, in cooperation with the Office of the Ombudsman for Gender Equality, HRT's training centre and HRT's Academy conducted training workshops for editors and journalists on the need to eliminate gender stereotypes in the media which focused on the following topics: "Aspects of Gender Equality in HRT Programmes" and "What can HRT, as a public service, do to promote genders through media content". A workshop on "Protection and Promotion of Human Rights" was organised in cooperation with the Office for Human Rights and Rights of National Minorities for journalists and editors. HRT submits regular interim reports to the Office for Gender Equality on shows promoting gender equality and reports on the use of media space for the airing of advertisements of general interests, on the allocation of funds for the production of gender-sensitive content and on the broadcasting of independently produced gender-sensitive content. Increased funds have been recorded within the framework of the Electronic Media Agency by means of the Fund for the Promotion of Pluralism and Diversity of Electronic Media whose funds are used to promote television and/or radio production at the local level, under the category of "Raising Awareness of Gender Equality". This has resulted in a greater amount of TV shows with gender-sensitive content compared to shows of other categories, from 5.14% in 2011 to 8.77% in 2012 and 9.52% in 2013. The share of gender-sensitive radio shows has increased compared to other shows, from 6.15% to 7% in 2012 and 9.59% in 2013.

The OGE translated into Croatian and published 1,000 copies of a handbook of the Council of Europe's Steering Committee for Equality between Women and Men (CDEG) "*Women and Journalists First!*" by Joke Hermes. The publication was officially promoted in March 2013 and broadly disseminated. The *Resolution of the Parliamentary Assembly of the Council of Europe 1751 (2010) Combating Sexist Stereotypes in the Media* and *Recommendation Rec (2013)1 of the Committee of Ministers to Member States on Gender Equality and the Media* were translated and are available on the website of the Office for Gender Equality. A total of 23 complaints of private persons and NGOs concerning gender discrimination and discrimination on the basis of sexual orientation in the media and media advertising were received by the Office for Gender Equality from 2011 to the end of 2014. In accordance with the legal obligation of the Office for Gender Equality, all complaints are forwarded to the Ombudsperson for Gender Equality who resolves complaints against media content and warns the public and the Croatian Parliament of violations of the *Gender Equality Act* and other national and international regulations in this area by means of public announcements and published analyses and surveys. Some county gender equality commissions organised workshops and meetings with the media and actively encouraged local radio stations to include gender equality content into programmes.

8. Please provide additional information on the specific measures implemented to promote equal sharing of family responsibilities between women and men, including on measures taken to increase the number of fathers who are using parental leave and data on mothers and fathers using parental leave in the form of part-time work (para. 164).

The *Maternity and Parental Benefits Act* was aligned in 2013 with the relevant EU directives and was amended to include more comprehensive protection of motherhood, to facilitate the balancing of family and professional life, to increase the birth rate and to enable fathers to participate in the early upbringing and education of children. Women and men have equal rights in relation to parental leave for a minimum of four months which, as a rule, is non-transferable to the other parent. The extension of the minimum duration of parental leave from three to four months for each of the employed and self-employed parents and the inability to transfer two out of four months of parental leave to the other parent, most frequently to the mother of the child, represents an incentive for most fathers to dedicate a part of their time to their family in line with their professional obligations. Fathers are additionally encouraged to take on part of the care of children with an additional two months of paid paternity leave.

According to the data of the Croatian Health Insurance Fund (hereinafter: CHIF), the number of fathers using paternity leave is on the rise — about 1,754 fathers used paternity leave in 2011, a total of 1,952 did so in 2012, as many as 2,023 in 2013 and in 2014 a total of 2,036 fathers used paternity leave.

The number of parents that used the right to maternity and paternity leave as the right to work part time amounted to 29 fathers and 420 mothers in 2011, 34 fathers and 471 mothers in 2012, and 54 fathers and 646 mothers in 2013, and 90 fathers and 857 mothers in 2014, which means that mothers and fathers are becoming more familiar with these opportunities and are increasingly exploiting them.

Violence against women

9. Please provide updated information on the prevalence of all forms of gender-based violence against women. Please include data on domestic violence, sexual assault and rape cases reported, the relationship between the victim and the perpetrator, investigations, prosecutions and convictions and sentences imposed on perpetrators.

The MJ, the MSPY, the State Attorney's Office and the *MI* gather data on domestic violence pursuant to the *Ordinance on the contents of obligatory records and reports, the manner of collection, processing and archiving of statistics on the implementation of the Act on Protection against Domestic Violence* (OG No. 105/11). Tables 3, 4 and 5 in Annex 2 provide a statistical overview of the requested data on the presence of gender-based violence against women.

Concerning cases of rape, it must be mentioned that all perpetrators in 2013 and 2014 were men, and out of the total number of rapists, intimate partners were perpetrators in 39 reported rape cases, 6 attempted rape cases and 116 sexual assaults.

The following sentences for the criminal offence of domestic violence were pronounced in 2011: unconditional prison sentence in 61 cases, suspended prison sentence in 162 cases, fine in 28 cases, forced placement in six cases, acquittal in

seven cases, dismissal on the merits in 38 cases, suspended proceedings in 23 cases, referral of a case in nine cases and educational measure of increased care and supervision in four cases. Concerning the mutual relation between the victim and the perpetrator, the perpetrator is most frequently the spouse of victim (321), father (89), civil union partner (45), daughter (29), mother (28) or has other relations (32) with the victim.

10. **Please inform on the remaining challenges to the implementation of the new Family Law (2014), the new Criminal Code (2013), the Law on Protection from Domestic Violence (2009), and the Free Legal Aid Act (2008). In particular, please include information on the measures the State party is taking to ensure that women in all counties experiencing gender-based violence have access to appropriate support and assistance, including legal assistance and shelters. Also inform on any initiatives to train and build the capacity of law enforcement officers, including police and judges, medical doctors, and officials of public institutions to implement these laws, correctly identify perpetrators, and to provide timely protection to women experiencing violence to ensure their security. How does the State party guarantee timely and effective victim's safety, including after the conclusion of a criminal trial, and offender's accountability?**

Concerning the implementation of the Family Act adopted in 2014, it must be mentioned that in January 2015 the Constitutional Court adopted a decision on the institution of proceedings for the review of conformity of the Family Act with the Constitution. This decision temporarily suspended the enforcement of all individual acts and actions undertaken on the basis of the Family Act pending the adoption of the Constitutional Court's final decision, and it was also laid down in that decision that the 2003 Family Act would apply pending the adoption of that decision. The Ministry of Social Policy and Youth submitted the new draft proposal of the *Family Act* for public debate in early February 2015 with the final proposal of the Act.

The new *Criminal Code*, which entered into force on 1 January 2013, contains, among other things, provisions on different types of criminal offences affecting women or mostly women, including the sanctioning of different forms of gender-related violence. The commission of a criminal offence against a family member is treated in a number of criminal offences as a qualified form of a criminal offence with elements of violence, and in that case more serious punishments for perpetrators are envisaged.

The Ministry of Justice established in 2013 a working group for monitoring the implementation of the act and for proposing its amendments. In 2014, the MJ initiated the procedure for amendments to the *Criminal Code*, which is still pending. The introduction of new criminal provisions is envisaged, including those on emotional abuse and humiliation in the family. The definition of family was expanded compared to the definition in the previous *Criminal Code* and the position of victims has been strengthened by introducing the possibility for the *ex officio* institution of proceedings in the case of the criminal offence of physical injury and the criminal offence of threat.

An analysis of the existing legal aid system has shown that reform is necessary and the new *Free Legal Aid Act* was adopted in 2014. The Act recognises the need for appropriate protection of the most vulnerable groups and promotes and makes available the provision of legal aid to economically and socially disadvantaged

groups of citizens. One of the most significant novelties in the Act is that it contains a special provision on the granting of secondary legal aid to the victim without establishing financial standing in the case of a victim of the criminal offence of violence in proceedings to exercise the right to the compensation of damage resulting from the commission of the criminal offence. In cases where financial standing is established, the financial standing of a perpetrator of domestic violence is not taken into account if the applicant is the victim of such violence. The new Act has expanded the circle of users of free legal aid and the nature of legal issues for which aid is requested, the means test for aid beneficiaries has been changed, the possibility for state administration offices to provide primary legal assistance in addition to lawyers, NGOs and legal clinics has been introduced, beneficiaries of primary legal aid have been exempted from means testing and the circle of users of primary assistance has been extended to aliens with permanent residence, children without Croatian citizenship in the Republic of Croatia unaccompanied by an adult, and members of special groups. Costs of interpreters for migrants and the Roma population in the proceedings are covered, and free legal aid may also be financed by local (regional) self-government units and donations.

One of the further challenges in the implementation of the *Act on Protection against Domestic Violence* is the necessity to ensure its consistent application, in particular in relation to the sanctioning of economic and emotional abuse, since the existing case law does not contain any data on judicial proceedings initiated exclusively in relation to these types of abuse. Furthermore, additional awareness-raising activities must be implemented in order to inform victims of their rights and to encourage them to report all forms of violence. Training activities for expert staff still remain a priority.

Amendments to the *Criminal Procedure Act* were adopted in 2012 and 2013 with a view to providing timely and efficient assistance and protection to victims and thus improve their protection in criminal proceedings. Victims of serious bodily injury or those whose health has been seriously damaged as a result of a criminal offence have certain rights pursuant to the *Act on Financial Compensation of Damage to Victims of Criminal Offences* which entered into force on 1 July 2013.

In 2013, the MJ established the *Commission for implementation, monitoring and supervision of the execution of the preventive measure of obligatory psychosocial treatment*, and a national call centre for victims of criminal offences and misdemeanours has been established, and is free for users. The same year, the MI adopted the *Ordinance on the manner of execution of preventive measures of a restraining order from the joint household* (OG No. 76/13) and the *Standard police operational procedures in case of domestic violence*.

The RoC currently has 19 shelters for women victims of domestic violence and one specialised centre for women victims of sexual violence. In the period between 2011 and 2014, the MSPY earmarked a total of HRK 25,280,575.11 for support to associations, centres and institutions providing assistance to victims of violence, out of which a total of HRK 8,327,478.90 HRK for shelters for women and counselling centres.

NGOs, which at the same time provide services of psychosocial and legal assistance, also manage helplines for women and child victims of all forms of violence (e.g. Helpline for disabled women victims of violence). Counselling

services are also available in family centres, healthcare institutions and other institutions.

The MJ, Judicial Academy, MI, Police Academy, MS, MSPY, in cooperation with associations and other key stakeholders, have been systematically implementing different kinds of training for expert staff with a view to providing protection and assistance to victims, optimum implementation of laws and efficient discovery and processing of perpetrators. The Judicial Academy has regularly implemented "Training to provide support to victims of violence" and one-day workshops on "Domestic violence" for representatives of judicial bodies. The Ombudsperson for Gender Equality concluded in 2012 the Agreement on Cooperation with the Police Academy in the implementation of training of police officers and students of the Police College. Numerous training sessions have been organised for county teams for the prevention and suppression of family violence, and for the police and healthcare workers and workers of social welfare centres, etc.

Women in post-conflict situations

11. **Please indicate the measures put in place by the State party to ensure that women victims of wartime violence, in particular sexual violence, have access to justice and reparation, including access to psychological, medical and other support and compensation. Please also inform on the measures taken by the State party to address the consequences of war on the mental health of men, which appears to be one of the factors in the increasing numbers of victims of femicide.**

The procedure has started for the adoption of the *Act on the Rights of Victims of Sexual Violence in the Homeland War* of the Ministry of Veterans (hereinafter: MV). It defines sexual violence in the Homeland War, regulates the rights of victims of this form of violence and the proceedings for the exercise of those rights, the improvement of cooperation between competent institutions in the prosecution of crime, the renewal of the dignity of victims and an increase in the quality of their life by ensuring psychosocial, medical and financial assistance. The final proposal for this Act will be submitted to the Croatian Parliament in March 2015.

In May 2014, Zagreb hosted a regional conference "Sexual Violence in Armed Conflict: Delivering Justice for the Past and Preventing Abuse in the Future" which was organised by MV and supported by UNDP.

In 2012, Zagreb hosted a regional conference "Women in Peace Building: Women's Access to Justice in Post-Conflict Countries" organised by the Regional Women's Lobby for Peace, Security and Justice in Southeast Europe and supported by UN WOMEN, OGE and the Assembly of the City of Zagreb. The Conference focused on a legislative framework that would allow the prosecution of sexual crimes committed during the Homeland War as war crimes and provide a certain type of moral and other compensation to victims.

The Government of the RoC adopted in January 2014 a new National Programme for Psychosocial and Medical Assistance to Participants and Victims of the Homeland War, World War II and to Returnees from Peacekeeping Missions. Compared to the previous programmes, categories of users have been expanded to include victims and witnesses of rape and sexual abuse in the Homeland War, victims and witnesses of war crimes, disabled soldiers and members of their

families, civil victims of the Homeland War and other categories. The Psychosocial Assistance Centres within the Ministry of Veterans Affairs are the backbone of the psychosocial care system for persons affected by war trauma and are places where victims of sexual violence committed during the war can find all the necessary information about procedures for claiming victim status and where they can learn about their rights and gain psychological support to help them come to terms with being a victim of sexual violence. Psychosocial assistance centres in each county employ experts in different areas — psychologists, social workers, psychiatrists, lawyers and other experts — who provide advice and psychosocial assistance to victims at a fixed centre (while on duty at the premises of the centres) and by mobile means (visits to the homes and families of beneficiaries). National centres for psychotrauma and regional centres for psychotrauma have been established as separate hospital departments providing psychiatric assistance and involving users in different therapy programmes. A person suffering from PTSD or a similar psychological disorder may continue his or her hospital treatment at the same time. Such treatment methods have shown positive results. The Croatian Veterans' Hospital started to operate in December 2014 as part of Zabok General Hospital, and as the first specialised institution for the treatment of war veterans and for the specific health problems of this population.

Trafficking and exploitation of prostitution

12. **Please assess the effectiveness of the national action plans for combatting trafficking in human beings (para. 67), and provide updated information regarding measures to address the prevention of trafficking in women and to increase protection to victims.**

The Government of the RoC adopted in 2012 a *National Plan for Combating Trafficking in Human Beings 2012-2015*. Its implementation is assessed as very successful and it has resulted in the establishment of a sound system for combating trafficking with emphasis on prevention, and the rehabilitation of victims. The *Plan* particularly focuses on further strengthening cooperation between the State Attorney's Office and the MI, on improving identification methods for human trafficking victims and protecting their best interest. The prevention of this criminal offence is subject to the relevant provisions of the *Criminal Code*, the *Act on Amendments to the Criminal Procedure Act*, the *Aliens Act*, the *Asylum Act*, etc.

According to official data provided by the MI, the majority of victims are female, and trafficking is often closely related to sexual exploitation. A total of 14 victims of human trafficking were recorded in 2011, 12 in 2012 and a total four victims in 2013. The RoC is one of the important transit routes towards the countries of Western Europe and, in the context of trafficking of women, it is primarily a transit country. The MI cooperates with INTERPOL, EUROPOL and the SELEC Centre through participation in working groups for combating human smuggling and trafficking with a view to achieving a more efficient exchange of data and strengthening international and regional police cooperation.

PETRA — the network of non-governmental organisations for the prevention and elimination of trafficking in women for the purpose of sexual exploitation has been actively working on the suppression of trafficking in women and children, with special emphasis on sexual exploitation. In addition to numerous activities of direct assistance to victims of trafficking, preventive initiatives, proposing amendments to

legislation and activities within the framework of the implementation of national plans for combating human trafficking, this Network has been actively participating in the work of the National Committee for Combating Trafficking in Human Beings and operating a helpline for victims of human trafficking.

13. **Please comment on the prevalence of prostitution in the State party and on policies and measures adopted to prevent the sexual exploitation of women and girls. Also provide information on measures envisaged and/or in place to support women who want to get out of prostitution. Please also explain whether any measures were taken in order to prevent exploitation of prostitution and trafficking of women including through decreasing the demand for prostitution.**

The issue of prostitution is regulated by the *Criminal Code*. It prescribes a prison sentence for the criminal offence of prostitution for the duration of six months to five years for persons who, for the purpose of profit or other benefit, procure, entice or encourage other persons to offer sexual services or organise or enable another person to provide sexual services. A sentence of 10 years of imprisonment is given in the case where force, threat, deceit, fraud, abuse of power or a difficult position or a dependency relationship are used for the purpose of prostitution. The same sentence is given for the users of these services if they were aware or should or could have been aware of the above-mentioned circumstances. Advertising of prostitution is punishable by three years of imprisonment.

Various projects and public campaigns have been organised and implemented by state administration bodies, associations and in cooperation with international bodies and institutions with a view to raising the level of awareness of society and key stakeholders about the issues of trafficking in women and girls, and the necessity of preventing and suppressing trafficking and prostitution. The Anti-Trafficking Day, 18 October, is regularly marked. Relevant documents and educational materials are translated, printed and disseminated and training programmes are organised for pupils and for the wider public. Projects of NGOs dealing with the issue in question are regularly financed.

Participation in political and public life

14. **Please provide updated data on representation of women in political and public life, including those related to the last national, county and local elections. Please explain the measures that were taken to address the challenges in increasing the representation of women in appointed senior decision-making positions in public, political and economic life. Please clarify what measures have been taken to facilitate women's access to higher ranks in the Diplomatic Service (para. 137).**

At the presidential elections in January 2015, voters elected a female president for the first time. The President of the Republic of Croatia, Mrs. Kolinda Grabar Kitarović, is a former Minister of Foreign Affairs and European Integration, Croatian Ambassador to the United States of America, and since 2011 she has been the Assistant General Secretary of NATO for Public Diplomacy.

A total of 45% of women were elected at the elections for Croatian Members of the European Parliament in 2014, while in 2013 that number amounted to 50%.

The Croatian Parliament, which was elected in late 2011, now has 26% female members, which is the same number as in the previous Parliament, which is a

5% increase in the number of candidates on the lists compared to the 2007 elections. In the parliamentary campaign in 2011, the OGE provided financial support for five projects of non-governmental institutions through public tenders concerning the promotion of equal representation of men and women in the Croatian Parliament.

The Prime Minister of the Republic of Croatia from 2009 to 2011 was a woman. The current Government of the RoC has two female deputy prime ministers, and 20% of ministers are women, 25% of deputy ministers and 50% of assistant ministers are women, with the later proportion also being the case with general secretaries of ministries. The General Secretary of the Croatian Government is a woman. In 2014, the Government of the RoC appointed women to 67% of the positions in various commissions, committees and working groups, and to 40% of the positions in management councils and boards of agencies and similar institutions.

The number of female candidates at the 2013 local elections slightly increased from 24.5% at the 2009 local elections to 28.4% in 2013.

The total share of all elected female council members in municipal and city councils and county assemblies increased only slightly compared to the previous elections, from 17.5% to 28.2%. At the 2013 elections, 20.7% of the elected council members were women, with 23.1% in city councils and 15.7% in municipal councils.

A total of one woman county prefect was elected in 2009 and 2013 (out of a total of 21 county prefects). A significant increase was recorded at the level of deputy county prefects, from 17.5% in 2009 to 26.2% in 2013. There was a slight increase in the number of female mayors, from 4.7% in 2009 to 8.6% in 2013, deputy mayors from 22.2% to 25.6%, heads of municipalities from 4.9% to 6.5%, and deputy heads of municipalities from 13.1% to 17.7%.

In the MFEA women are predominant as officials and in other management positions. In addition to the minister, three assistant ministers, a general secretary, 60% of heads of sectors and 32% of heads of services are women. Female diplomats are prevalent at lower, medium and senior diplomatic ranks, but not at the highest diplomatic ranks in the MFEA: 45% of the positions of minister plenipotentiary are held by women and 20% of ambassadors are women. Women are under-represented as heads of diplomatic representative offices, although the number of women ambassadors has increased in the last few years. In 2011, 10% of ambassadors were women, in 2012 this percentage rose to 12% and in 2013 the percentage of women ambassadors rose to 17%. At the end of 2014, in the Republic of Croatia 23% of ambassadors were women while women constituted 42% of general consuls.

The head of the OGE gave a lecture on gender equality in October 2014 to students on a one-year course for young diplomats at the MFEA's Diplomatic Academy.

In state-owned companies (59 companies) 19.4% of supervisory board members are women and women make up 15% of the chairpersons of the supervisory board. Women constitute 16.4% of the members of management boards, and 12% of companies have a woman as the head of their management boards.

Since October 2013, the Office of the Ombudsperson for Gender Equality has been implementing a two-year project financed under the Community Programme for Employment and Social Solidarity PROGRESS — "Removing the glass maze: equality of opportunity in access to economic decision-making positions in

Croatia". Partners in the project include the Ministry of Labour and Pension System, the Croatian Employers Association, the Institute for Labour Market Development and DiM — the Association for Civic Education and Social Development. The project is valued at EUR 250,000.00.

Education

15. **Please update information on the steps taken to address the "significant gender differences [that] exist at the level of enrolment into secondary schools" (para. 141). Please also describe efforts made by the State party to promote the diversification of educational and vocational choices for women and men and to address the underrepresentation of women among full-time professors.**

The Decision on elements and criteria for the selection of candidates for enrolment into secondary schools in the 2012/2013 school year by the MSES included an item prescribing the criterion for enrolment into secondary education programmes in accordance with the *National Policy*. The decision prescribed that if 80% or more candidates of the same gender apply for enrolment into a certain professional course, a candidate of the opposite sex receives an additional two points on top of the number of points established in the valuation process, and the final ranking must include the points added for the under-represented gender. The decision was repealed in the 2013/2014 school year because the MSES concluded that the above-mentioned criterion was not sufficiently effective.

In 2012 the CES published the 4th version of the *"My Choice"* software supplemented with new professions and gender-aware titles. With a view to providing information about enrolment into secondary schools, the CES prepares five regional brochures every year entitled "*Where after elementary school?*" All titles of curricula contain gender-aware titles of professions, thus promoting gender equality among pupils. The new edition of the brochure contains new illustrations with images of women doing traditionally female professions and images of men doing traditionally female professions. The gender-sensitive approach to the adoption of a decision on the profession is applied in regular professional guidance activities of the CES and by representing non-traditional professions for specific genders at Job Fairs. In 2013, as part of the Croatian Employment Service project "*Services to Clients: Improving Lifelong Career Guidance and ICT Support*", a total of eight Centres for Information and Career Counselling were opened where pupils of elementary schools can learn everything that is important to know when choosing a secondary school, with special emphasis of the raising of awareness of gender equality.

The MSES stressed that all scientists in university education are ensured equal work conditions and career advancement regardless of their gender, and employment and career advancement depend exclusively on the quality of their scientific work and teaching. The Rectors' Conference prescribes the conditions for the evaluation of teaching and research activities in the process of election to university teaching positions, with the consent of the National Council for Science, High Education and Technological Development. The selection of employees is carried out by universities on the basis of a public competition. The share of women as full professors in higher education institutions increased from 26.4% in 2010 to 29.6% in 2014.

Employment

16. **Please provide information on the specific steps taken to address the persistent occupational segregation between men and women in the labour market, the prevailing larger share of women who are unemployed, and the gender wage gap (para. 155). Please include updated information on the adoption of laws envisaging the same age of mandatory retirement for women and men (para. 162).**

As a result of the economic crisis that mostly hit those sectors where the majority of employees are men, the share of men in the total employment data decreased, and the share of women increased from 45.1% in 2008 to 46.5% in 2013. The share of registered unemployed women decreased from 62.2% in 2008 to 52.7% in 2013. With a view to promoting the employment of women, the CES has been implementing active employment policy measures, with the participation of women increasing from 55.3% in 2011 to 59.4% in 2014. In 2013, a package of measures was introduced aimed at promoting the employment of women by means of personalised public works programmes in the area of care and by means of measures promoting flexible types of work. With a view to increasing employability and integration into the labour market, the CES organised numerous activities in the period between 2011 and 2014, including group information where the share of women increased from 49.2% to 57.6% in 2014, individual counselling (53% women), individual counselling for the purpose of developing a personalised programme for finding employment (increase in the representation of women from 30.1% in 2011 to 44% in 2014) and a workshop on preparations for the labour market and career management which changed from 61.4% in 2011 to 55% in 2014.

The difference between women and men in terms of average gross monthly salary, according to the Croatian Bureau of Statistics, amounted in 2013 to 10.6%. The research of the Zagreb Institute of Economics "An Analysis of Public and Private Sector Wages in Croatia" showed that men, on average, have 10.9% higher salaries per hour of work in all sectors (public, private and state-owned companies). Even the public sector, in spite of the fact that more than 65% of all employed persons work in this sector, recorded a difference of 13.3% in favour of men, which may be the result of greater representation of men in leading positions. The greatest difference in salaries between women and men is in the private sector (16.5%), and the smallest in state-owned companies (6.2%). In accordance with the *National Policy*, the Equal Pay Day has been celebrated in the RoC since 2011.

The new *Pension Insurance Act* entered into force on 1 January 2014 and it prescribes a uniform retirement age of 65 for old-age retirement, and 60 for early retirement. The period between 2014 and 2030 will be a transitional period for women, during which the retirement age for women will increase by 3 months per year. In 2030 women and men will retire under equal conditions of years of employment and old age. A new transitional period will start in 2031 during which the retirement age for women and men for old-age retirement will increase to 67, and it will increase gradually for both sexes by 3 months a year.

Health

17. **Please provide updated information on the measures taken to include in the school curricula age-appropriate education on sexual and reproductive health and rights, including responsible sexual behaviour, and to promote the**

use of contraceptives and prevent the spread of sexually transmitted diseases (para. 154). Please also provide information on the measures taken to enhance access to and affordability of contraceptives. Further, please explain how the State party is addressing the threats to legally-regulated safe medical abortion due to the activities of neoconservative groups as well as the limited access to abortion due to the increasing number of hospitals taking the decision to perform abortions only for medical reasons and the increasing number of physicians exercising conscientious objections.

Topics of sexual and reproductive health education and rights are included in the *Curriculum for Health Education for Elementary and Secondary Schools* (Official Gazette, No. 106/2013). The module on sexual/gender equality and responsible sexual behaviour includes an objective of promoting responsible sexual behaviour, the use of contraceptives to prevent unwanted pregnancy and the spread of sexually transmitted diseases. It is accompanied by teacher manuals for health education teachers. Since the 2013/2014 school year, the health education curriculum has been implemented for 10-12 school hours as part of homeroom teacher time in elementary and secondary schools. The training of teachers for the implementation of the *Health Education Curriculum* has been carried out since 2012 The emphasis of the curriculum in the part on gender equality is on the mental, sexual and physical abuse of pupils, the prevention of bullying, the acceptance of differences and responsible sexual behaviour and a healthy lifestyle.

The *Croatian National Programme for the Prevention of HIV/AIDS for 2011-2015* was adopted in April 2011. The MH is financing 10 centres for free and anonymous HIV testing and counselling. The Counselling Centre for HIV provides individual counselling services on HIV/AIDS (the manner of spreading, risks, the assessment of personal risk of the user), counselling on other sexually transmitted diseases and responsible sexual behaviour, HIV testing, Hepatitis B, C and Syphilis testing, assistance with treatment and support and dissemination of educational materials and condoms. Programmes and projects for the preservation of reproductive health are co-financed and carried out in cooperation with civil society organisations and other legal persons. A series of training sessions, TV and radio shows, lectures and public discussions have been held aimed at promoting sexual health and preventing disease, as well as at ensuring the timely treatment of persons who are ill.

The Croatian National Institute of Public Health (hereinafter: CNIPH) carried out in 2011 an educational public health campaign "*Knowledge Wins*" which included the launching of a new Facebook page CroAids. In cooperation with the UN Theme Group on HIV/AIDS and with support from the MH, the CNIPH organised in 2012 on Facebook, on the occasion of the World AIDS Day, an educational competition for pupils "Knowledge Wins — Join us!" aimed at education and communication among young people about HIV/AIDS: prevention, peer-education, responsible sexual behaviour, testing, early discovery of the infection and treatment.

Contraceptives have been put on the list of medicines of the CHIF and thus made available. They are issued with a doctor's prescription, which enables supervision of their use.

The MH reviewed the situation in hospitals offering gynaecological and obstetrics services and found that five out of 27 such institutions did not provide

abortion services at the patient's request due to conscientious objection. In November 2014 the Ministry sent a notice to all hospitals offering gynaecological and obstetrics services asking them to ensure that their patients may exercise the right to abortion as soon as possible wherever it is not ensured, since all hospitals in the network of public health services providing gynaecological services must ensure the provision of the service of terminating pregnancy, and the organisation of this service is under the competences of the director, or the trustee of the hospital. Hospitals have been asked to prepare a standardised procedure from the moment the person asks for the procedure until the person's release from hospital and to publish it on the internet, together with the price of the services. In accordance with its authority and provisions of the *Health Care Act*, the health inspection will carry out in 2015 inspections in all hospital healthcare institutions that have special departments for gynaecology and obstetrics. The supervision will cover the manner of carrying out abortion upon the patient's request.

Concerning the implementation of Article 20 of the *Medical Profession Act* (Official Gazette Nos. 121/03 and 117/08) regulating the right to conscientious objection, the MH gave an instruction to all hospitals offering gynaecological and obstetrics services whereby a gynaecologist who enters a conscientious objection must, after having notified the patient, record this in writing in his or her specialist finding and hospital healthcare documentation and must refer the patient to another specialist in the same field at that hospital.

Hospitals must keep records of healthcare workers who have invoked their right to conscientious objection and regularly inform the Management Board/Board of Trustees of the institution thereof. A legal obligation to inform the CHIF of a termination of pregnancy was also underlined, as well as the obligation of medical doctors who are in the process of specialisation in gynaecology or obstetrics to comply with the curriculum of the specialisation programme. The MH continues to follow the implementation of the above-mentioned legal provisions and will, in the event of non-compliance, undertake measures under its competences.

Rural women

18. **Please provide information on the measures taken to change the traditional and social patterns by which husbands predominate as registered owners of farms, crafts, companies and cooperatives (para. 190). Please indicate the efforts that have been employed to inform and empower rural women to claim their rights, such as those to property.**

Conferences, workshops and other activities aimed at empowering women in rural areas were organised at the national and local level by state administration bodies, institutions for gender equality and civil society organisations. Within the project "Status and role of women in rural areas", the Ministry of Agriculture carried out a survey on the status, awareness and needs of rural women in Croatia. The results of this survey were published and disseminated in 2012 in the publication entitled "101 Questions for Women from Rural Areas — Results on Status, Awareness and Needs of Rural Women in the Republic of Croatia". The second international conference on the "Development of Employment Possibilities for Women in Rural Areas" was organised in 2011.

The Ministry established a working group to gather information about women in rural areas and is currently working on the *Action Plan for Promoting and*

Improving the Role and Status of Women in Rural Areas. There are also plans to include measures aimed at overcoming inequalities in the ownership structure of the economy and agricultural surfaces. Three workshops were organised in 2013 in order to encourage wide public discussion, and rural women were actively involved in the development of measures. *The Rural Development Programme of the Republic of Croatia for 2014-2020*, which is expected to be accepted by the European Commission, includes gender equality as a horizontal issue, and measures aimed at promoting the entrepreneurial activity of women in rural areas have been included in the *Strategy of Women Entrepreneurship Development in the Republic of Croatia for the Period 2014-2020*.

In 2012 and 2013, institutions for gender equality and the Ministry of Agriculture actively participated in the implementation of the SEE WORD project "*SEE Women in the Rural Development Network*" of the regional centre for gender equality and of the project "*Gender Equality in Rural Development — Empowerment of Women in Rural Society (GARD project)*" of the Organisation for Civil Initiatives — OCI. The Ombudsperson for Gender Equality held the first in a series of planned fora on the empowerment of women in urban and rural areas of the RoC in November 2014 in Zadar entitled "Self-Realisation through Meeting and Conversation" in cooperation with the Regional Centre for Gender Equality, UNDP and the Austrian and French Embassies in the RoC. The objective of the initiative is to create a network of entrepreneurs at the local level and to interconnect the counties with a view to exchanging experiences and releasing the potential available to local communities.

Disadvantaged groups of women

19. **Please provide further information on the implementation of the Action Plan of the Decade of Roma Inclusion (para. 35). Please also provide more information on specific measures taken to address the widespread discrimination against Roma girls and women in education, employment and access to the health care system, in particular.**

In the reporting period, both mainstream and targeted activities stemming from the *National Programme for the Roma* 2003-2013 and the *Decade of Roma Inclusion Action Plans* (2005-2012) were regularly implemented. In November 2012, the Croatian Government adopted the *National Roma Inclusion Strategy 2013-2020* (hereinafter: NRIS), and the accompanying *Action Plan for the Implementation of the NRIS 2013-2015* at the beginning of 2013. The NRIS, as evidenced by the study, "Country Report on Croatia: Empowerment of Romani Women within the European Framework of National Roma Inclusion Strategies (2013)", adequately considers gender as a cross-cutting issue. The European Roma and Travellers Forum mentioned Croatia as a good example in its 2015 report "Evaluating Gender in National Roma Integration Strategies", which contained an analysis of gender mainstreaming in national Roma inclusion strategies in EU Member States.

Recent surveys, such as those of FRA-WB-UNDP (2011 onward), indicate that the gap between Roma and non-Roma women has been reduced, although differences are still large. In the area of education, strong support has been provided for the inclusion of Roma children into preschool activities, scholarships provided for all students in high schools and universities, as well as the training of teachers

and other educational staff. In the area of employment, special attention is paid to raising competitiveness and employability, the particularly low participation of women in entrepreneurial activities, while in the area of health, outreach health services, particularly those related to Roma women's health, has been extended through cooperation with local Roma NGOs. The Ministry of Health is currently preparing a pilot programme introducing Roma health mediators. Targeted activities have been implemented in relation to antidiscrimination, trafficking, early marriage, as well as participation in decision-making processes. It is also important to note that gender is receiving due attention in the development of action plans for Roma integration at the local level.

The MSES offers scholarships for Roma secondary school and university students. In the 2010/2011 school year, scholarships were granted to 364 secondary school students, out of which 185 were female, and to 26 university students, out of which 16 were female. In the 2011/2012 school year, scholarships were granted to 421 secondary school students, out of whom 201 were female and to 29 university students, out of whom 19 were female. In the 2012/2013 school year, scholarships were granted to 480 secondary school students, of whom 194 were female and to 23 university students, of whom 16 were female. The granting of scholarships and the placement of students into student residences created the preconditions for an increase in the number of Roma students of both genders who successfully complete secondary school. Since 2010/2011, data have been collected on the number of Roma pupils that have been offered special assistance in learning Croatian pursuant to Article 43 of the *Elementary and Secondary School Education Act*. At the beginning of the 2012/2013 school year, special assistance for learning Croatian was provided to a total of 681 students, including 336 girls, and at the beginning of the 2013/2014 school year assistance was granted to 511 students, including 260 girls. The majority of schools employ teaching assistants of Roma origin, amounting to a total of 26, of whom 11 are women, who assist the teacher during after-school activities to help the children write their homework and keep up with the school work.

In order to create the conditions to increase employability, all persons of the Roma national minority participated in the general measures of the CES and in measures intended particularly for the Roma national minority. A total of 6,719 persons of the Roma national minority, out of whom 3,139 were women, participated in 2013 in the empowerment process aimed at inclusion into the labour market (group information activities, individual counselling, group counselling aimed at gaining skills for seeking a job) compared to 2012 when a total of 8,023 persons participated in the process, out of whom 3,609 were women. The total number of employed Roma in 2013 on the open labour market (excluding employment incentive measures) amounted to 226, out of whom 114 were women. In 2013, the measures of the *National Employment Promotion Plan for the period 2011-2013* included a total of 757 persons of the Roma national minority, of whom 255 were women, compared to 2012 when there was a total of 664 users, 216 of whom were women, and in 2012 with 542 users, including 151 women. A total of 114 Roma women participated in 19 workshops on actively seeking a job held in 2013, which is an increase compared to 2012 when 12 workshops were held in which 107 Roma women participated.

With a view to eliminating discrimination, competent authorities regularly financed projects of civil society organisations active in the field of protection of

human rights of the Roma national minority, with special emphasis on programmes and projects aimed at affirmation and raising Roma women's awareness about human rights and gender equality. Please refer to the answers to question 3.

20. **Noting that the at-risk-of-poverty rate in the State party is highest among elderly women (para. 178) please provide updated information on the measures to combat poverty and social exclusion among elderly women, and in particular those living alone (para. 72).**

Households of single, elderly persons have been participating in programmes of "Home Care for Elderly Persons" and "Daily Stay and Home Assistance to Elderly Persons" for many years on the basis of a cooperation agreement between local and regional self-government units and the competent ministry, which are carried out by institutions and civil society organisations. In 2012, a total of 15,500 elderly persons was covered by outpatient services from this programme, among whom 74% were women. These programmes actively promote the policy of local employment, in particular of groups that are less employable and that have been on the labour market for a long time, including elderly women and persons with lower qualifications. Women make up 82% of the 1,045 persons providing services to elderly persons.

Within the framework of the programme "Development and Spreading of the Network of Social Services provided by Civil Society Organisations" (2010-2013 and 2011-2014), the MSPY supported a series of projects for the development of social services that directly contribute to the development of a network of services in the local community and to its extension to certain user groups (elderly persons, victims of violence and homeless persons) with special emphasis on the availability of services to inhabitants of rural areas, hilly and mountainous areas and islands.

The *Strategy of Social Welfare Development in the Republic of Croatia 2011-2016* was adopted in April 2011. Its objectives included the decentralisation of social welfare, the deinstitutionalisation and prevention of institutionalisation, the introduction of IT into social welfare systems, the improvement of cooperation with associations, the empowerment of local communities in the process of social planning and the development of standards for the monitoring and evaluation of the provision of social services. The new *Social Welfare Act* was adopted in 2012 with a view to establishing an efficient system to satisfy the individual needs of users pending decentralisation. *The Strategy for Combating Poverty and Social Exclusion in the Republic of Croatia (2014-2020)* places special emphasis, among other things, on the protection and on the needs of the elderly and retired persons through the expansion of social, health and utility services in the community, on improving the quality of life and preventing social exclusion in cooperation with civil society organisations as providers of services, and on investing in deprived areas with a view to achieving balanced regional development.

Annex 1

Table 1
Share of women in inspections conducted by the labour inspector

	Number of inspections with regard to employers	*Number of women covered by the inspection*	*Positions with special work conditions*	*Number of injured women*	*Number of women with professional diseases*	*Suspicion of a professional disease*
2011	9 486	18 063	2 302	1 283	611	12
2012	9 417	12 784	5 965	859	22	6
2013	9 387	12 061	3 669	209	15	–
2014	8 230	15 925	2 530	225	12	1

Source: Ministry of Labour and Pension System.

Table 2
Inspection measures undertaken against the employer

	Number of decisions on the removal of irregularities	*Number of different irregularities*	*Number of decisions on prohibition*	*Number of prohibitions*	*Number of informations*	*Number of misdemeanours*
2011	66	116	169	215	217	454
2012	50	64	122	187	132	247
2013	37	63	108	152	84	161
2014	21	27	35	52	32	58

Source: Ministry of Labour and Pension System.

* *Since 1 January 2014 the State Inspectorate ceased to exist and its responsibilities in the area of employment and labour protection were taken over by the Ministry of Labour and Pension System. Source: Ministry of Labour and Pension System.*

Annex 2

Table 1

Number of reported misdemeanours pursuant to the *Act on Protection against Domestic Violence*, criminal offences of domestic violence, and criminal offences against marriage, family and children, from 2011 to 30 June 2014

Year	*Misdemeanours*	*Criminal offences of domestic violence*	*Criminal offences against marriage, family and children*
2011	15 015	875	3 466
2012	14 874	622	2 563
2013	14 335	–[1]	1 874
1.1.-30.6. 2014	8 840	–	–

Source: Ministry of the Interior, 2015.

Table 2

Number of reported murders of the first and second degree and attempted murders among close persons and the number of female victims of these criminal offences

Year	*Number of first and second degree murders among close persons*	*Female victims*	*Attempted murders*	*Female victims*
2013	15	11	124	12
1.1.-30.6. 2014	4	3	6	7

Source: Ministry of the Interior, 2015.

Table 3

Number of reported sexual assaults and rape and the number of female victims of those criminal offences in the period between 2011 and 2014

Year	*Sexual assaults*	*Female victims*	*Rape*	*Female victims*
2011	459	408	81	76
2012	367	317	89	88
2013	600	547	94	94
2014	680	592	99	87

Source: Ministry of the Interior, 2015.

[1] Pursuant to the Criminal Code (OG No. 125/11), which entered into force on 1 January 2013, the criminal offence of domestic violence does not exist as a separate offence but is provided for through other criminal offences. The official statistics on criminal offences against close persons are available, among other things, among data on criminal offences against marriage, family and children.

Table 4
Number of persons accused of having committed domestic violence and sanctions according to Article 4 of the *Act on Protection Against Domestic Violence*, from 2012 to 30 June 2014

	2012		*2013*		*2014 (1 Jan-30 June)*		*Total*	
Gender	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*
Number of accused persons	8 315	1 515	10 145	1 897	4 710	999	23 170	4 411
Number of sanctions								
Suspended prison sentence	2 511	373	3 405	570	1 577	244	7 493	1 187
Unconditional prison sentence	1 225	42	1 426	58	591	30	3 242	130
Fine	4 004	802	2 245	1 996	2 267	484	8 516	3 282
Probation decision with protective measure	155	10	75	11	6	2	236	23

Source: Ministry of Justice, 2015.

Overview of legislative and other acts on gender equality and elimination of discrimination of women

- National Policy for Gender Equality 2011-2015 (OG No. 88/11)
- Gender Equality Act (OG No. 82/08)
- Asylum Act (OG No. 79/07, 88/10, 143/13)
- Free Legal Aid Act (OG No. 143/13)
- State Registries Act (OG No. 96/93 and 76/13)
- Act on Amendments to the Criminal Procedure Act (OG No. 143/12, 56/13, 145/13)
- Act on the Election of Representatives to the Croatian Parliament (OG No. 19/15)
- Medical Profession Act (OG No. 121/03 and 117/08)
- Local Elections Act (OG No. 144/2012)
- Pension Insurance Act (OG No. 102/98, 127/00, 59/01, 109/01, 147/02, 117/03, 30/04, 177/04, 92/05, 43/07, 79/07, 35/08, 40/10, 121/10, 130/10 — consolidated text, 61/11, 114/11, 76/12, 112/13 and 133/13)
- Act on Monetary Compensation to Victims of Criminal Offences (OG No. 80/08 and 27/11)
- Defence Act (OG No. 73/13)
- Elementary and Secondary School Education Act (OG No. 87/08, 86/09, 92/10, 105/10, 90/11, 5/12, 16/12, 86/12, 126/12, 94/13, 152/14)
- Political Parties Act (OG No. 34/01)
- Labour Act (OG No. 93/14)
- Maternity and Parental Benefits Act (OG No. 34/11, 54/13, 152/14)
- Act on Service in the Armed Forces of the Republic of Croatia (OG No. 73/13)
- Social Welfare Act (OG No. 157/13)
- Aliens Act (OG No. 130/11 and 74/13)
- Anti-Discrimination Act (OG No. 85/2008 and 112/2012)
- Act on Protection Against Family Violence (OG No. 105/11)
- Healthcare Act (OG No. 150/08, 71/10, 139/10, 22/11, 84/11, 12/12, 70/12, 82/13 and 159/13)
- Act on Same Sex Civil Unions (OG No. 92/14)
- Family Act (OG No. 75/14)
- Criminal Code (OG No. 125/11 and 144/12)
- Civic Education Curriculum
- Health Education Curriculum

- Action Plan for the elimination of obstacles to the realisation of certain rights in the area of integration of aliens for the period 2013-2015
- *Croatian National Programme for the Prevention of HIV/AIDS* for the period 2011-2015
- Migration Policy of the Republic of Croatia for the period 2013-2015 (OG No. 27/13)
- National Health Development Strategy for the period 2012-2020 (OG No. 116/12)
- National Roma Inclusion Strategy for the period 2013-2020
- National Strategy for Protection against Family Violence for the period 2011-2015 OG No. 20/11)
- National Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on women, peace and security and related resolutions for the period 2011-2014
- National Employment Promotion Plan for the period 2011-2013
- National Plan for Combating Trafficking in Human Beings 2012-2015
- National programme for Psychosocial and Medical Assistance to Participants and Victims of the Homeland War, the World War II and to Returnees from Peace-Keeping Missions
- National Programme for Protection and Promotion of Human Rights for the period 2013-2016
- Curriculum for Health Education for Elementary and Secondary Schools (OG No. 106/13)
- Operational Programme for Human Resources Development
- Operational Programme "Efficient Human Resources 2014-2020"
- Ordinance on the manner of execution of preventive measures of a restraining order from the joint household (OG No. 76/13)
- Protocol on Procedure in Case of Sexual Violence
- Protocol on Procedure in Case of Hate Crimes
- Standard police operational procedures in case of domestic violence
- Guidelines for Development and Implementation of Active Employment Policy in the Republic of Croatia 2015-2017
- Strategy for Combating Poverty and Social Exclusion in the Republic of Croatia 2014-2020
- Strategy for Development of Entrepreneurship in the Republic of Croatia for the period 2014-2020
- Strategy of Social Welfare Development in the Republic of Croatia 2011-2016
- Textbook Standard (OG No. 65/13)
- Joint Memorandum on employment policy priorities in the Republic of Croatia (JAP)

Abbreviations

CBRD — Croatian Bank for Reconstruction and Development

CC — Criminal Code

CEDAW — Convention on the Elimination of All Forms of Discrimination against Women

CES — Croatian Employment Service

CHIF — Croatian Health Insurance Fund

COC — Croatian Olympics Committee

EC — European Commission

EIGE — European Institute for Gender Equality

EU — European Union

HAMAG INVEST — Croatian Agency for SMEs, Innovations and Investments

HRT — Croatian Radio Television

JAP — Joint Assessment of the Employment Policy Priorities

MEC — Ministry of Entrepreneurship and Crafts

MFEA — Ministry of Foreign and European Affairs

MH — Ministry of Health

MI — Ministry of the Interior

MJ — Ministry of Justice

MSES — Ministry of Science, Education and Sports

MSPY — Ministry of Social Policy and Youth

MVA — Ministry of Veterans' Affairs

NATO — North Atlantic Treaty Organization

NIPH — National Institute of Public Health

NRIS — National Roma Inclusion Strategy 2013-2020

OG — Official Gazette

OGE — Office for Gender Equality of the Government of the Republic of Croatia

OHRRNM — Office for Human Rights and the Rights of National Minorities

OSCE — Organisation for Security and Cooperation in Europe

PTSD — Post-traumatic stress disorder

RACVIAC — Centre for Security Cooperation

RoC — Republic of Croatia

SAORoC — State Attorney's Office of the Republic of Croatia

SOIH — Union of Associations of Persons with Disabilities in Croatia

UN — United Nations

UNDP — United Nations Development Programme

USA — United States of America

List of resources

1. National Policy for Gender Equality for the period 2011-2015

   http://www.ured-ravnopravnost.hr/site/images/pdf/kb%20strategija%20za%20ravnopravnost%20spolova%20knjizica%20eng.pdf

2. Women and Men in Croatia 2014, Croatian Bureau of Statistics

   http://www.dzs.hr/Hrv_Eng/menandwomen/men_and_women_2014.pdf

3. Strategy for the Development of Entrepreneurship in the Republic of Croatia for the period 2014-2020

   http://www.minpo.hr/UserDocsImages/Strategy%20of%20Women%20Entrepreneurship%20Development%20in%20the%20Republic%20of%20Croatia%202014%20-%202020.pdf

4. National Action Plan for the Implementation of the UN Security Council Resolution 1325 (2000) on women, peace and security and related resolutions for the period 2011-2014

   http://www.ured-ravnopravnost.hr/site/images/pdf/dokumenti/nap%201325-publikacija%20eng%20indd.pdf

5. Report of the Republic of Croatia on the implementation of the Beijing Declaration and Action Platform (1995) and result 23 of the special session of the UN General Assembly (2000) - Beijing+20

   http://www.unece.org/fileadmin/DAM/Gender/publication/Croatia_national_report_Beijing__20.pdf

6. Interim Report on Recommendations of the Council of Human Rights in accordance with the mechanism of the Universal Periodic Review (UPR)

   http://www.mvep.hr/files/file/2014/140115-uppEN.pdf